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MINUTES

OF THE

MEETING OF THE EXECUTIVE COMMITTEE

OF THE

WORLD COUNCIL OF CHURCHES

18 - 22 February, 1974

Meeting held in Bad Saarow, German Democratic Republic

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

Bad Saarow, German Democratic Republic

18 - 22 February, 1974

PRESENT:

Honorary President:	Rev. Dr W.A. Visser 't Hooft
President:	Rev. Dr E.A. Payne
Officers:	Dr M.M. Thomas (Chairman) Miss P.M. Webb (Vice-Chairman) Rev. Dr P.A. Potter (General Secretary)
Members:	Rev. Dr I.B. Bokeleale Pastor K. Gottschald Mr D.E. Johnson Rev. J. Langhoff Rt. Hon. Earl of March Rev. Dr R.J. Marshall Bishop Dr R.C. Nichols Rev. Dr J. Rossel Professor T. Sabev Archbishop K. Sarkissian General T.B. Simatupang Dr R. von Weizsäcker Mrs J. Wesonga
Consultant:	Archimandrite Kirill
Guests:	OKR U. von Brück Bishop Härtel Bishop Dr Hempel Principal Ch. Hinz Mrs Vahl
Staff:	Miss B. Bam Mr J.-J. Bauswein Dr A.A. Brash Rev. D. Gill Mr J. Hilke Mr C.I. Itty Rev. C.H. Long Mr L.J. Niilus Professor N. Nissiotis Mr F. Northam Dr K. Raiser Mr B. Sjollema Dr L. Vischer
Interpreters:	Mrs T. Evdokimoff Mr G. Skobei

Administration:	Dr J. Althausen
	Miss M. Berger
	Miss A. Burrows
	Miss A. Hoppe
	Miss J. Schalge
	Miss A. Steinhöfel

APOLOGIES

Dr (Mrs) K.T. Cho
His Holiness Patriarch German of Serbia
Rt. Rev. Bishop Hanns Lilje
Rev. Dr John Coventry Smith
Rt. Rev. A.H. Zulu

Mr Juan V. Faune
Professor Dr J.M. Lochman
His Eminence Metropolitan Meliton
His Eminence Metropolitan Nikodim

President D.A. Wischmann

MEMBERSHIP OF SUB-COMMITTEES

Finance Sub-Committee

Rt. Hon. Earl of March (Chairman)
Pastor K. Gottschald
Rev. Dr R.J. Marshall
Bishop Dr R.C. Nichols
Dr R. von Weizsäcker
Mrs J. Wesonga

Staffing and Nomination Sub-Committee

Archbishop K. Sarkissian (Chairman)
Miss P.M. Webb (Co-Chairman)
Rev. Dr I.B. Bokeleale
Rev. J. Langhoff
Rev. Dr J. Rossel
Professor T. Sabev
General T.B. Simatupang

Priorities Sub-Committee

Bishop Dr R.C. Nichols (Chairman)
Rev. Dr I.B. Bokeleale
Rev. J. Langhoff
Mr D.E. Johnson
Rev. Dr J. Rossel
Professor T. Sabev
Archbishop K. Sarkissian
General T.B. Simatupang

ex officio

Rt. Hon. Earl of March (Chairman, Finance Sub-Committee)
Dr M.M. Thomas (Chairman, Central Committee)
Miss P.M. Webb (Vice-Chairman, Central Committee)
Dr P.A. Potter (General Secretary)

Introduction

The meeting convened at 09.00 on Monday, 18 February, 1974. Opening worship was led by the Chairman, worship at subsequent sessions being led by Archbishop Sarkissian, Pastor Langhoff, Mr Johnson, Mrs Wesonga, Bishop Nichols, Dr Bokeleale and Prof. Sabev.

Dr Thomas and Miss Webb shared the chairing of the meeting.

On the evening of Sunday, 17 February, a reception was given by Churches in the GDR at Fürstenwalde, and on Wednesday, 20 February, the State authorities gave a reception at Frankfurt/Oder.

1. Roll Call

The General Secretary called the roll of those present, presenting apologies from Dr (Mrs) K.T. Cho, His Holiness Patriarch German, Bishop Hanns Lilje, Dr John Coventry Smith, the Rt. Rev. A.H. Zulu, Mr J.V. Faune, Professor Dr J.M. Lochman, His Eminence Metropolitan Meliton, His Eminence Metropolitan Nikodim, and President D.A. Wischmann.

2. Membership of the Committee

The Chairman said that Archimandrite Kirill, who was present as a Consultant, would also represent Metropolitan Nikodim who was prevented by illness from attending the meeting; as "substitutes" are specifically disallowed by the Rules for the Executive, this representation would carry all the privileges of membership except the right to vote.

3. Messages

The General Secretary was asked to reply to Metropolitan Meliton's message of apologies and greetings and to send good wishes to Bishop Lilje who was recovering from an accident. It was also agreed that he should send messages of sympathy to Mrs Charlotte Beazley on the death of Dr George Beazley, and to Dr Blake on the death of his wife.

4. Minutes

The Minutes of the meeting held in Geneva on 18 August 1973, having been previously circulated, were confirmed.

5. Report of the General Secretary

In presenting his report, the General Secretary said he would try to follow the suggestions made at the Bangalore meeting about the way in which reporting should be handled. He would introduce the business for the present meeting, review the on-going work of the Council and report on matters which had arisen since the Central Committee on which action must be taken.

a. In reviewing events since the meeting of the Central Committee, Dr Potter first referred to a number of visits to the WCC headquarters. On September 16-19 Patriarch Pimen of the Russian Orthodox Church had visited the Council. Matters discussed had included greater participation of the Russian Orthodox Church in the life of the WCC, the clarification of the position of the WCC on a number of issues such as human rights, and the Patriarch's letter to the Central Committee, which was regarded by the Patriarchate as an attempt to engage in theological discussion within the Council. Other Orthodox visitors had included Archbishop Kiprian and Fr Alexander Schmemann. The Council had also received a visit from the Moderator of the Waldensian Church in Italy, which would celebrate its 800th anniversary this year. An unofficial visit had been paid by Bishop Class, the President of the Evangelical Church in the German Federal Republic. Significant visits had also been received from Cardinal König, President of the Secretariat for Non-Believers, and Cardinal Pignedoli, President of the Secretariat for Non-Christians. Many common concerns had been discussed and the Cardinals saw possibilities of cooperation in the future.

b. In September the WCC had become deeply involved in the crisis in Chile. Its main concern was the position of political refugees in Chile whose lives were in danger. Letters had been sent to the Junta and the UN Security Council, and a tremendous job had been done both through the Task Force led by CICARWS and CCIA, and through the local committee of churches in Chile. Dr Potter made special mention of the role played by Bishop Frenz, often at great risk to himself.

c. Following the outbreak of hostilities in the Middle East in October, the WCC had been in close touch with the Ambassadors of most of the Arab states and of Israel. Staff had visited several countries in the area and met leaders of the Palestine Liberation Organization. Contacts have been maintained with the parties involved in the peace talks in Geneva. A consultation was held on biblical interpretation and its significance of the Middle East.

d. Dr Potter referred to meetings with leaders of governments and of international organizations on development questions. The WCC was respected by governments and international organizations as an important moral force in the world today and it was felt that the churches had a significant role to play because of their direct work with the poorest 40% of the world's population who are the ones least served by aid and trade agreements. One issue which was becoming very urgent was the world food crisis. It was estimated that in four years' time the world would need 350 million tons of extra food, but that there was no prospect of its being available. A resolution would be before the Executive Committee and a staff group was working on a fuller statement for the Central Committee.

e. During the period under review, the General Secretary had taken his home leave and had started this by being present at

the inauguration of the Caribbean Conference of Churches, November 13-16. The President of the Conference was the Roman Catholic Archbishop Samuel Carter and the General Secretary Dr Roy Neehall, formerly a WCC staff member.

f. On November 19-23 a consultation on Ireland had been held under the auspices of SODEPAX, with 13 participants from Ireland and 10 from other European countries, in order to obtain information from Irish Christians about their situation. The mutual encounter in an ecumenical atmosphere had resulted in nine proposals of actions which might be taken by the Irish churches.

g. A number of developments had taken place in the life of the WCC itself. The two Deputy General Secretaries had now taken up their responsibilities. Dr Raiser, who started in October, would be mainly concerned with programme and had already got functioning a staff group on programme coordination and planning. A report of their work would be presented to the Priorities Sub-Committee. Dr Brash, who started on January 1, would be responsible for relations with churches and councils. He would seek ways to develop relations with the member churches through regular communication with them on a number of questions including their financial contribution. He would also be responsible for registering participants in the Assembly.

h. The Rev. Charles Long had taken up his appointment as Secretary of the New York Office, and Dr Potter spoke appreciatively of the services of Miss Maeda, particularly during the last difficult year. Mr Johnson had given a great deal of voluntary help. Dr Potter reported that Dr John Coventry Smith had resigned as Chairman of the US Conference for the WCC; the new Chairman was Dr Marshall.

i. The new remuneration scheme had been implemented. A small number of staff had not been happy with their grade as worked out by the Classification Board and an Advisory Appeals Board had just been appointed to look into these cases. The staff rules and regulations would be before the Executive. The General Secretary referred to the financial problems, which had been increased by the monetary situation and the oil crisis. A proposal would be made through the Finance Committee on a cost of living increase.

j. With regard to Assembly preparations, there had been continuous contacts with Indonesia about both the situation there and practical arrangements, and reports would be brought to the Executive.

k. The General Secretary reported on the great interest shown in the Central Committee report on 'Violence and Non-Violence in the Struggle for Justice'. The historic Peace Churches would assist in finding resources to follow up this document. The report on World Population had also received widespread attention, especially in the United Nations, and the WCC had

been asked to send official observers to the UN World Population Conference in Bucharest.

1. Finally the General Secretary referred to the reports from the Units which had been distributed to members, and mentioned one or two of the most important items contained in them.

In Unit I, the Faith and Order Consultation on Concepts of Unity and Models of Union had been a breakthrough in the discussion on unity. Another significant meeting was sponsored by the sub-unit on Dialogue in Ibadan, Nigeria, last September on the theme "The Wholeness of Human Life: Christian Involvement in Mankind's Inner Dialogue with Primal World-Views". Important meetings planned for this year include the meeting in Sri Lanka on World Community organized by DFI, and the Church and Society Conference on the Future of Man in Modern Technological and Science-based Society to be held in Bucharest in June.

In Unit II CICARWS had been involved all over the world in emergencies and projects. It had held a special consultation with CWME on relations with Councils, on Ecumenical Sharing of Personnel and on the project system. CCPD had continued its work with its counterpart groups, and would be presenting to this meeting proposals for an Ecumenical Development Cooperative Society. CCIA had been involved in many trouble spots and in particular had been dealing with the violation of human rights in many countries. Preparations were proceeding for the Consultation to be held in October 1974, probably in Austria.

Unit III, under its new chairman Miss Bam, had been struggling to work out the theological basis undergirding its work. There would be an important conference in West Berlin in June on 'Sexism in the 1970s'. The Youth Task Force had been set up and the Ad Hoc Committee on Youth would be meeting in March.

6. <u>Discussion of the General Secretary's Report</u>

In the discussion which followed a number of questions were raised and comments made about items mentioned in the General Secretary's report.

In reply to Miss Webb, Dr Potter said that there had been two major changes in the church situation in Ireland. There was now far less reticence on the part of the Roman Catholic hierarchy, and the Presbyterian Church was now more concerned to witness in the situation even at the risk of internal conflicts than simply to hold the church together. Pastor Langhoff asked for more information about the conversations with Patriarch Pimen. The General Secretary replied that in the discussion on the question of participation in the WCC he had stressed that there must be openness on both sides and that more members of the Russian Orthodox Church should be involved

than at present. It had been agreed that there was a need on both sides for more information and Archimandrite Kirill was concerned to improve the situation. A meeting had been planned in Russia later in the year for the discussion of theological issues in preparation for the Assembly. On the question of human rights, some of the Patriarch's remarks implied a fear that a new cold war was in the making and that the WCC should guard against being an instrument in this. The General Secretary had replied that there was no need for such a fear. The WCC was attacked by all sides and member churches should have the courage to raise with each other issues that concern them as Christian communities living in different societies. This was the meaning of our being together in the ecumenical movement.

Dr Visser 't Hooft said that the public image of the WCC was very one-sided. Its treatment by the mass media, which ignored such meetings as the Faith and Order Salamanca Consultation, led people to think it was only interested in social and political questions. Attempts should be made to place more articles by well-known people, such as those by Irwin Miller in Readers Digest. Dr Brash stressed that all staff were involved in relations with churches and he was anxious that they should raise these fundamental questions. The joint meeting of CICARWS and CWME in Basel had discussed the problem in terms of Christian Councils and had offered to find funds to set up a consultative committee on which National Councils should be represented. Mr Hilke agreed that the accusations of one-sidedness must be rejected and the theological basis of all WCC actions be shown. The Communication Department felt its approach should be more comprehensive and unified and a new monthly magazine had been proposed. Dr Potter referred to a recent survey showing that 71% of WCC communications went to the North Atlantic churches and asked why the best-informed churches were the most critical. Dr Nissiotis said that the problem was not only caused by the mass media. The WCC itself sometimes gave the impression that, in its own thinking, the Programme to Combat Racism and other social and political programmes were the most significant. Bishop Nichols added that most people in local churches were theologically conservative and had a limited understanding of the relevance of theology to the issues publicized in the name of the WCC. The facts must be interpreted in terms which they could understand. Dr Marshall said that it was unrealistic to expect the WCC, with its very small staff and budget, to meet this whole problem. It must be met by the member churches, through their departments of education at every level, so that the WCC would be treated as an integral part of each denomination's work.

7. Discussion of the Unit Reports

a. Unit I: Mr Johnson asked what work was going on to relate bilateral conversations with the conciliar movement. Dr Vischer replied that this was one of the main issues of the Salamanca meeting. It was recognized both at this meeting and at the later meeting with the World Confessional Families that

some dialogues contradict one another. The Commission had published "Confessions in Dialogue", which tried to show the whole range of bilateral relations. Mrs Wesonga asked for more information on the follow-up of the report on "Violence and Non-Violence in the Struggle for Social Justice". Dr Vischer said that some of the Peace Churches had expressed readiness to help and proposals would be prepared for the Central Committee. Dr Potter suggested that the Priorities Committee should consider this question since the contribution of the Peace Churches would not cover the whole budget.

b. Unit II: There was a brief discussion of the work of CCIA and CCPD.

c. Unit III: Miss Webb asked what was the average age of the Youth Task Force. Miss Bam said that people committed to youth concerns qualified for membership, and the General Secretary pointed out that the important point was the composition of the Ad Hoc Committee on Youth. Concern was expressed that the work of the former Youth Department of the WCC was disappearing. We needed links with the churches to find out what was required in youth work or we would lose the new generation. The Chairman suggested that Dr Raiser should take up this issue. In reply to the Chairman's request for more information about the Sexism Consultation, Miss Bam explained that Sexism referred to any discrimination on the grounds of sex. It had originally been planned to have 120 participants but in view of the great interest aroused this had now been increased to 150, most of whom would be women from our own constituencies in most parts of the world. Women, speaking from their own experience, would see if they could find any common strategy for the future. Miss Webb added that this consultation would be limited to women because many felt that they would be severely inhibited if men were present, but it should be seen as only one part of a process and it was hoped that the whole subject would be fully debated at the Assembly.

8. The Fifth Assembly

a. Assembly programme

Mr Gill reported that a Consultative Committee on Assembly planning had been set up. It had met in February and planned a second meeting in June to finalize its report to the Central Committee. He presented its interim report. The Assembly booklet had now been prepared in English, French, Spanish and German and the English version would be published by the end of March. He asked for the Committee's guidance particularly on plans for the booklet, "Uppsala to Jakarta", to be published about the end of December 1974, and on the proposed "encuentros", visits which would take place during journeys to and from the Assembly and which would be seen as part of the Assembly itself. Both the Christian Conference of Asia and the Indonesian churches supported the idea and it was believed that it could be done without a significant increase in expenses.

After discussion it was decided to refer the question of the booklet to the Priorities Committee. With regard to the encuentros, Dr Thomas warned that the Committee should think very carefully before assuming responsibility for the organization of such visits. Pastor Langhoff thought that very few delegates would be able to take the additional time needed. Miss Bam thought it would be possible to find churches willing to take responsibility for setting up the programmes, though correspondence would have to originate in Geneva. Even a three-day visit would be better than nothing. It was finally AGREED to give limited encouragement to the idea if it did not involve too much time or too many groups.

Dr Visser 't Hooft asked that another term be found for "Hearings" because these groups were being asked not only to listen but to make proposals. He also referred to the Committee on Post-Assembly Programme Guidelines and felt that this was too small to be a decision-making group. Mr Gill pointed out that this Committee would make proposals to the plenary session and that the Assembly as a whole would make decisions about the future. He agreed, however, that it might be necessary to enlarge the Committee. Pastor Langhoff underlined the importance of having an opportunity for the discussion of relations between the WCC and the member churches.

Mr Gill also asked for advice about invitations to VIPs. It was important that we be clear about the relationship we expect with the government and with other religious bodies in Indonesia. The Chairman pointed out that it has been a general principle of the WCC in some way to welcome the head of state in countries which hosted WCC meetings.

Dr Visser 't Hooft pointed out that the Assembly would take place 50 years after the Stockholm Conference on Life and Work in 1925. The General Secretary asked Dr Visser 't Hooft to prepare an appropriate article for The Ecumenical Review as part of the preparatory process. It was AGREED that staff be asked to consider ways of recognizing this anniversary at the Assembly.

b. Worship

Miss Webb presented a paper on the new emphases proposed for worship at the Assembly. It was particularly hoped that there would be no tension between work and worship but that both would be an integral part of the whole, particularly on the opening day. There was considerable discussion of the proposals and detailed suggestions were noted by representatives of the Worship Committee for further consideration before presenting their report to Central Committee.

c. Local arrangements in Jakarta

At the request of the Chairman, General Simatupang reported on behalf of the DGI on local arrangements and the general

situation in Indonesia. His presentation was followed by full discussion and a free exchange of views.

d. Participants

Miss Webb introduced the following recommendations of the Staffing and Nomination Sub-Committee:

i. Delegates from new member churches

That if the churches accepted into membership of the WCC at its Central Committee meeting, August 1973, are declared elected by April 26, 1974, they be allocated seats for the Fifth Assembly as follows:

Church of Christ in Zaïre (Community of the Light): 1
Church of Christ in Zaïre (Mennonite Community): 1
Simalungun Protestant Christian Church, Indonesia: 1
Japanese Orthodox Church: 1

ii. 15% of delegates to be chosen in accordance with recommendations of the Structure Committee Report presented at Addis Ababa

That the WCC Officers meeting on July 6-7 do a first screening of the names of persons who have been recommended for inclusion in the 15%; that this revised list of names be presented to the Berlin Central Committee meeting for final selection; and that a further letter be sent to all member churches reiterating the 15% procedure.

iii. Fraternal delegates

- That the 1973 Central Committee meeting proposal that the associate member churches of the WCC be given the opportunity to send one fraternal delegate each to the Assembly be endorsed.

- That Regional and National Christian Councils in association with the WCC or with the CWME be invited to send only one fraternal delegate each, with discretion being left to the General Secretary in regard to the larger NCCs.

- That Christian organizations in relation with the WCC be entitled to send only one fraternal delegate each.

- That the World Confessional Families be entitled to send only one representative each.

iv. Delegated observers

- That the Roman Catholic Church be invited to send 25 delegated observers.

- With regard to the other churches, the larger ones be entitled to send not more than two delegated observers each, and the smaller ones only one delegated observer each.

v. Observers

That councils or conferences not in association with the WCC or the CWME be entitled to send only one observer each.

vi. Advisers

That a maximum of one hundred advisers be invited to the Fifth Assembly.

vii. Guests

That this category be established to include Indonesian officials and one additional representative from each of the DGI member churches.

viii. Recruitment of Stewards

- That the DGI be responsible for finding the 50 Indonesian stewards.

- That, for the remaining 100, National Councils of Churches in consultation with member churches in the area, as well as national correspondents of the Ecumenical Youth Service and World Youth Projects be invited to put forward names, with the final selection to be made by the staff committee concerned with administrative arrangements.

It was AGREED to give general approval to these recommendations.

It was also AGREED that churches which had not complied with the provisions of the Structure Committee Report approved by the Addis Ababa Central Committee regarding the composition of delegations should be urged to do so.

e. Budget

Lord March reviewed the present state of the Assembly budget. Income at present assumed but not assured, from Assembly reserve, registration fees and special contributions of churches, totalled $732,500, while expenditure was expected to amount to $1,392,700. Therefore only about 50% of the budget could be reasonably assumed at present. At this point of time before an Assembly there had always been a potential deficit, but never as great as in the present situation. There were a number of possible ways in which further income could be raised but the major part of it must come from special contributions from the member churches, which have already been requested to make such a contribution of 50% of their normal annual sum. The Finance Committee recommended that the Executive Committee should request the General Secretary to write to all member churches reminding them of the request for a special contribution and asking them to report to Geneva in time for the August Central Committee meeting.

At that meeting a firm and final decision would have to be taken about financing the Fifth Assembly.

General Simatupang stressed that it was very difficult to make preparations in Indonesia with so much uncertainty about the budget. Dr Rossel urged that the implication of the figures be studied well before the Central Committee, and Dr Payne suggested that the Executive give authority to the Officers and Chairman of the Finance Committee to make a decision in May. This would give the General Secretary time to write further to the churches. Bishop Nichols and others felt it was necessary to go forward on the basis of the present plans and make efforts to find extra funds. It would seriously damage the momentum of the WCC to change the Assembly at this stage. Dr Payne asked that the booklet Uppsala to Jakarta contain a note of the rate of inflation between the two Assemblies, and this was AGREED.

Mr Northam then presented the details of the anticipated budget, and Lord March moved that the Executive Committee give approval to the provisional budget of $1,392,700, subject to review next August in the light of available information. This was AGREED.

9. Programme to Combat Racism

a. Major concerns since August

Mr Sjollema reported on the major concerns of the PCR since August, referring especially to South Africa and Namibia. He asked how the WCC could support those on trial and banned in South Africa and help the dependents of political detainees in Namibia. He then referred to further developments over the withdrawal decisions taken by the Central Committee in 1972. Together with the Corporate Information Center (NCC-USA), the PCR has published a 240-page book on "Church Investments, Corporations and Southern Africa", and another on "Western Investments in Portugal and Portuguese-controlled Territories" will be published by the summer. New initiatives have been taken by US churches on loans to the South African Government. The churches have put pressure on ten US banks involved, four of which have decided to pull out. A new plan of action on US investments in Southern Africa has also been launched by nine major denominations in the USA. They have asked several corporations to end their operations in Angola, Mozambique, Guinea-Bissau and Namibia. Other corporations have been asked to disclose information on their operations. In Europe, the General Synod of the Church of England adopted a motion advising members to bring pressure to close gaps between white and black employees and that when the facts have been sufficiently established no Church of England funds should be invested in any firm which disregards the interests of its black employees. Similar actions have been taken by other churches in the UK. The Netherlands Reformed Church is studying the whole question further and meanwhile is backing the Dutch Trade Union position that foreign investments are

permitted only on the basis of specific criteria guaranteeing equal treatment of all races. However, more and more firms in Holland and the Federal Republic of Germany seem unwilling to continue the discussion.

Mr Sjollema welcomed the arrival of the Rev. José Chipenda as Secretary for Programme. The 1974 Programme Project List includes a project on Racism and Theology; a Maori project; a Southern Africa programme; support to the Conference of the Korean minority in Japan, and a consultation on class and caste in India planned for April.

After discussion on the report, the Committee considered the growing repression of individuals and groups who are working for racial justice in South Africa. The following statement was finally ADOPTED for publication:

The Executive Committee of the World Council of Churches

- expresses alarm at the increasingly repressive measures being taken by the government of the Republic of South Africa, such as the activities of its Schlebusch Commission, its lengthening list of banned persons, and the widespread persecution of dissenting voices of South Africans and Namibians (whose country South Africa illegally occupies);

- reaffirms the World Council's support for all persons and groups in those countries who are bearing courageous witness to the Christian vision of justice and reconciliation.

b. Draft New Mandate

Mr Sjollema then presented a first draft of the Second Mandate of the Ecumenical Programme to Combat Racism by the PCR Executive Committee. Miss Elisabeth Adler of the DDR had just completed a historical assessment of the first five years of the PCR which would be published as soon as possible. It was hoped that this would have a wide circulation and would help in the discussion of the Second Mandate. PCR had decided to organize a consultation in April between its Commissioners and 15-20 consultants, and in the light of their proposals and discussions in the churches would finalize their recommendations to the Unit II and Central Committees.

In the discussion which followed, Dr Payne suggested that the Mandate should be renewed only until 1975: it should not preempt the decisions of the Assembly on priorities. General Simatupang expressed appreciation for the creative things which had been done, but pointed out that in stressing white racism PCR had largely ignored other forms of racism such as existed in Asia. Dr Vischer stressed that the theological reflection should be not only on the roots of racism but should include questions of social ethics, and Bishop Nichols agreed that the time had come for an affirmation of the kind

of world we were seeking. He paid tribute to the leadership of Mr Sjollema. The General Secretary reminded the Committee that when the programme was set up in 1969 it was understood that the issues of racism affected the whole life of the WCC and every Unit was expected to participate in the programme. He felt that these issues would remain with us for some time and the whole of the WCC and its member churches should be aware of what was involved in racism and should reflect on what it means for Christians to take part in the struggle against institutional racism. The PCR was necessary for promoting this concerned awareness. In reply to a question from Dr Marshall, Mr Sjollema said that the PCR Commission represents the member churches but that many come from oppressive situations.

It was AGREED that the paper should be revised by the PCR Commission after the consultation in April, and then sent to the churches and Central Committee members for comments before the Central Committee in August.

c. Grants

Mr Sjollema then presented the recommendations made by the Executive Committee of the PCR for grants from the Special Fund for 1974. It was proposed that $450,000 be distributed this time. He pointed out that the PCR Executive had decided that the target of $ 1 million should not include government money but that the responsibility for this must lie with the churches.

The Chairman remarked that it was very significant and encouraging that the churches were increasing their support to the Special Fund, and Mr Sjollema added that member churches in the DDR which could not transfer money to the Fund had in two campaigns raised $1\frac{1}{2}$ million marks which was sent to liberation movements via the Afro-Asian Solidarity Committee. On the suggestion of Prof. Sabev, it was AGREED that such contributions from East European churches should in future be mentioned in the list.

It was unanimously AGREED, on the recommendation of the PCR Executive Committee, to approve the detailed list of allocation from the Special Fund for 1974 as set out in Appendix I.

10. Chile

Mr Itty presented a report on the WCC's response to the Chile emergency. He spoke of the services rendered by the Chile Task Force with the staff assistance of Mr Charles Harper, whose services had been seconded free of charge by the United Presbyterian Church USA; of the response to the CICARWS appeal, and of the tremendous effort of the ecumenical committee for assistance to refugees in Chile under the leadership of Bishop Frenz. Both this committee and another on Peace in Chile, which were concerned with safeguarding the

human rights of Chileans, would need assistance in the coming months and help would also be required for similar work in other Latin American countries. The Task Force proposed that the services of Mr Harper be secured for a period of one year, seconded with salary. CICARWS and CCPD were willing to find the other costs.

It was AGREED that the report be received and Mr Harper's appointment on short term be made by the General Secretary.

11. Middle East

After Mr Niilus had given some background information, Dr Vischer presented a draft statement on the Middle East situation resulting from a WCC-sponsored consultation held in Cartigny, Switzerland, January 21-25. This meeting was part of a study launched in 1970 in response to a Central Committee resolution on the need for a study of the misuse of the Bible for political ends. The consultation had brought together people with different biblical interpretations to see how these affected their political judgments on the Middle East situation. In particular they had discussed how the biblical understanding of justice applied to the situation of the Palestinians. The statement represented the full consensus of the widely representative group of about 30 participants from the Middle East, Europe, Asia and the USA.

The General Secretary said that the draft was put to the Executive Committee because the situation in the Middle East had exploded since its last meeting and also because the WCC had been asked about its attitude to Jerusalem. This would be an appropriate moment for the Executive to say something that would be helpful for all parties concerned. A special subcommittee consisting of Dr Visser 't Hooft (convener), Archbishop Sarkissian, and Dr Marshall, was set up to consider the statement.

After discussion and amendment, it was AGREED to adopt the following statements:

Resolution on the Middle East

> Current negotiations following the most recent crisis have given new hope for resolving the conflicts in the Middle East.
>
> The WCC Central Committee in Canterbury in 1969 had stressed the need of both redressing the injustice done to the Palestinian people as well as providing guarantees for the existence of the State Israel in the context of the implementation of the appropriate UN resolutions.
>
> What we desire is equal justice for both Palestinian people and Jewish people in the Middle East.

With a view to achieving lasting peace with justice in the Middle East it is imperative to assert the legitimate rights of the Palestinians and to urge the immediate implementation of these rights. For this purpose the Palestinians should be guaranteed official status on all levels and formal opportunity to express their view freely about their future and to implement their rights.

It is of the first importance that the rights of the Israeli Jews and the implementation of the rights of the Palestinians should not lead to injustice to either people.

Resolution on the Holy Places and Jerusalem

Noting that the Christian holy places in Jerusalem and neighbouring areas belong in the greatest extent to member churches of World Council of Churches, specifically the Eastern Orthodox and Oriental Orthodox churches, and are also of concern to other Christians, the Executive Committee requests the General Secretary, in consultation with these churches, to investigate problems that might develop in regard to the future control of these places as a result of international negotiations in the Middle East.

12. World Food Crisis

Mr Itty presented a staff paper on "The Development Crisis and the Poor Societies". He drew attention to the alarming long-term effects of the decrease in the economic growth rate in poor countries, the decreasing flow of aid, inflation, the oil crisis and the food crisis, and hoped that the Executive would express its concern.

The General Secretary suggested that the Executive issue a cry of alarm, calling on the churches to study the matter, and requesting the staff to work for a substantial presentation to Central Committee in August. Dr Brash underlined that this should be a priority at the Central Committee and said that CICARWS had also proposed to call a consultation on the subject.

It was AGREED that the following special sub-committee should draft a proposal: Dr Payne (convener), General Simatupang and Pastor Langhoff.

Later Dr Payne submitted a draft letter to the churches. After considerable discussion and amendment, it was AGREED that it be adopted as follows:

> The Executive draws the attention of the member churches to a matter of urgent and grave concern, which it believes must be considered when the Central Committee

meets next August, so that some creative lead may be given to Christians and the way prepared for representations to those who may be able so to act that the catastrophic developments which many fear do not take place.

As the result of a combination of circumstances, many of the poor societies of the world face an even graver and more critical situation than formerly. There is a serious shortage of food in various countries and in the world as a whole. Inflation spirals and monetary values fluctuate alarmingly. Population increases, particularly in the poorer areas. The poor nations' share in world trade is decreasing. The recent energy crisis and the steep price increase of oil have greatly aggravated the situation. In many poor countries for the first time in twenty-five years, the rate of economic growth fails to keep pace with population increase.

When the basic necessities of life are not available, many of the poor take it as their lot and die silently. Others see revolt as the only alternative.

It has been assumed by many that the development of the poor countries can take place without any slowing down of the rate of growth of the rich nations. The present food shortage and energy crisis show that this assumption is unjustifiable. Without some cutback in the rate of consumption, of both food and energy by the rich everywhere with a view to the fairer distribution of the world's resources among the human family, the poor everywhere will face increasing misery.

The churches are committed to the service of the poor and the promotion of justice. Various departments of the WCC have long shown their concern by study of the problem of world poverty and by practical action in the field of world development. The present efforts need coordinating and strengthening, but much more will be needed, if opinion and action by all concerned are to be secured.

The issues are clearly very complex. The staff have prepared a paper entitled "Development Crisis and the Poor Societies", which is enclosed. We ask that you consider this paper carefully and bring it to the attention of your Church so that the Central Committee next August may be helped to identify areas where effective action can be taken and the churches make their proper contribution to the meeting of need, the promotion of justice and the avoidance of disaster.

13. Human Rights and Christian Responsibility

Mr Niilus presented a paper outlining the programme for the human rights consultation, including a draft budget. A series of consultations was planned prior to the main meeting. Dr Payne felt that this matter was of extreme urgency and that it was a fundamental aspect of preparation for the Assembly. In regard to the financial situation, Pastor Langhoff recommended that the matter be drawn to the attention of member churches when they were given further details of the consultation. Dr Potter agreed that the date must be set and announced immediately and if possible a third staff member found for CCIA to facilitate the work involved.

The report was given general approval.

At a later session Mr Johnson made the following proposal, which was seconded:

> That the Executive Committee endorse the statement made by a spokesman of the World Council of Churches on February 15, 1974, concerning the expulsion of Alexander Solzhenitsyn from the USSR.

In the course of the discussion Bishop Nichols proposed the following amendment, which was seconded:

> The Executive Committee was informed about the statement made by a spokesman of the WCC on the Solzhenitsyn case on 15 February. The Executive Committee discussed the matter and felt that no further action was required at this time.

After further discussion the Committee approved Bishop Nichols' amendment which was then ADOPTED (8 for, none against, 3 abstaining).

14. Relations with the Orthodox

Drafts of letters to the Ecumenical Patriarch and Patriarch Pimen, replying to their letters to the Central Committee, were submitted for information and members asked to make any suggestions directly to Dr Vischer.

Dr Vischer reported that relations with Orthodox churches had been discussed by Orthodox staff members at the last Week of Staff Meetings and he outlined some of the suggestions made for an intensified dialogue between them and the WCC as a whole. Firstly, there should be more visits to Orthodox churches for real discussion. Secondly, meetings would be organized by the WCC with Orthodox theologians on certain aspects of programme to ensure a genuine Orthodox contribution, e.g. the meeting to be held in Bucharest in June, organized by CWME but involving the whole of Unit I, which would focus on the Orthodox view of one of the Assembly topics, "Confessing Christ Today" and the pre-Assembly

consultation to be held in the Soviet Union in October. Thirdly, the WCC should try both to increase the number of its Orthodox staff and to train other staff to be more aware of the Orthodox traditions.

Dr Nissiotis reminded the Committee that while Orthodox criticism of the WCC appeared to be similar to that of other member churches, it was concerned principally for the more evident manifestation of an ecclesial unity based on a spirituality which is sustained by the sacramental life of the Church and by personal meditation. The Orthodox churches were anxious that the WCC enable the churches to recover the unbroken continuity of the historic community of faith. It was in this perspective that the apparently hard position of the Orthodox churches should be understood. Moreover, the Orthodox believed that social activism must not preclude philanthropic emergency action on behalf of those who suffer not only materially but spiritually.

Archbishop Sarkissian said that the meetings planned should be understood as both part of a process of mutual clarification on matters on which lack of communication might lead to misunderstanding, and as continuing theological discussions. He added that the Orthodox approach to social and political questions and activities must be seen not only in the context of their distinction between social and philanthropic work but also of their historical experience and understanding of the relationship between church and state. He hoped that the WCC would be willing to have a dialogue with the Patriarch and Synod of the Russian Orthodox Church if they initiated it. Archimandrite Kirill stressed that the message from Patriarch Pimen did not express a negative attitude to the WCC.

15. Relations with Roman Catholics

Dr Vischer reported that relations with the Roman Catholic Church have entered a new stage and attention was now focused on developments at the local level. The Joint Working Group had agreed last May to send out questionnaires to a number of countries. The intention was to clarify which issues were of the greatest priority in a number of varied local situations. While some impressions could be given of the replies coming in, it was hoped to present at least a preliminary report to Central Committee after the meeting of the Joint Working Group in May. It was important to keep in mind that we were dealing with non-comparable entities: a church and a fellowship of churches. In about 20 countries the Roman Catholic Church was now a full member of the National Council of Churches. This process was likely to continue and should be encouraged. Dr Vischer stressed that it was important to take advantage of such events as the visits of Cardinals König and Pignedoli, and of the Holy Year, whose theme was 'Reconciliation in Christ', which would provide possibilities for contacts.

Pastor Gottschald welcomed the increased contact with local areas. It was important to find out the concrete questions which needed discussion at the local level and the Roman Catholic attitude to them.

After further discussion the Executive thanked Dr Vischer for his comprehensive report.

16. Central Committee

a. Timetable and agenda

Dr Raiser introduced the proposed timetable and agenda for the Central Committee meeting in Berlin in August (Appendix II). It had been agreed that there should be no oral presentation on the concerns of the Units but that these would be referred to plenary only after they had been to the Reference Committees and discussed only after they have reported. It was proposed to have plenary discussions on four issues not dealt with by the Units, namely Assembly preparations; Church unity and related matters; the Church and Society study on the Future of Man and Society in a World of Science-Based Technology, and the Humanum study. For the opening session it was suggested that the Chairman should present an evaluation of the Assembly theme and topics, and that the General Secretary would highlight programme priorities, emphases from Uppsala to Berlin, and the emerging issues. The first two Committee sessions would deal with the first three plenary session reports and the special agendas of the committees (Finance, Nominations, etc.) would be dealt with only after these sessions. It was proposed that there be a total of eight Committees: four Policy Reference Committees; the others being on Assembly concerns; Finance; Priorities, and Nominations.

It was suggested that the discussion on the world food crisis might come on the Tuesday evening together with the report on the study on the Future of Man and Society, and that this session might continue until 7.30 p.m.

b. Worship

Dr Raiser then outlined the proposed arrangements for worship. Responsibility for the various acts of worship during the week would be shared with the churches in Berlin. The German churches proposed that the opening service be conducted according to the new 'tradition' of United churches, and it was proposed that this should be a eucharistic celebration. Dr Payne said that opportunity should also be given to other churches to have eucharistic services of their own during the meeting. Mr Johnson welcomed the idea of local churches sharing in worship during the meeting.

The Committee AGREED to the proposed timetable, agenda and arrangements for worship.

17. Church Investment Scheme

Mr Itty introduced the proposal with full documentation. He stressed that the whole scheme was devised to enable churches to use their investment resources for the benefit of the "poorest 40%". As the scheme had been studied, it had been felt wisest to propose a Development Cooperative Society with share capital units from 500 to 1 million Swiss francs, each participating church to exercise one vote. Lord March indicated that the Finance Committee had a number of specific suggestions to make on the documents but were generally positive to the proposal. He suggested that the proposal of Mr Itty, that the matter be now approved for communication to the member churches with the request that they indicate their intention to participate, be endorsed, but he felt that churches and related agencies should be requested for an assurance of intention and not a guarantee. Miss Webb emphasized the need for speed in reaching a decision. There was some discussion on the formation of some national subsidiaries for the Cooperative Society.

It was AGREED to endorse the following recommendations of the Committee on Church Investments, as amended:

a. that the draft of the Articles of Incorporation of the Ecumenical Development Cooperative Society reflects the views of the Committee as an affirmative answer concerning the nature and kind of institution that should be created to foster ecumenical implementation of investments, and at the same time be oriented towards promoting development in poor regions of the world;

b. that the Executive Committee authorizes CCPD to transmit this document, together with supporting studies and further papers outlining the technical ways in which the scheme would work in practice, to member churches and related agencies for their consideration;

c. that a letter of intent be requested from member churches and related agencies so as to ensure that prior to the Central Committee taking a decision, there is a reasonable assurance that a significant number of them are prepared to launch and join the Society;

d. that the draft of the Articles of Incorporation of the Ecumenical Development Cooperative Society be sent to members of the Central Committee well in advance of its meeting in August, 1974 for their consideration.

18. Report of the Staffing and Nomination Sub-Committee

The report and recommendations of the Staffing and Nomination Sub-Committee, with regard to staffing and committee appointments, was approved, with some amendments, in closed session and is circulated separately to members of the Executive Committee.

In addition, in open session, Miss Webb presented a number of other matters considered by the Sub-Committee. It was AGREED:

a. That the Staff Rules as circulated be approved (Appendix III).

b. That the Regulations be received for information.

c. That the length of terms of service of staff appointed by Executive or Central Committee will not exceed nine years, except by special action of the Central Committee.

19. Report on Bossey

Dr Nissiotis outlined the programme of work at Bossey for 1974, which would be more closely organized with the WCC sub-units. He reported that participation in all the 1973 courses had proved very satisfactory, but it was hoped to find funds to enable more participants from Africa, Asia and Latin America to attend the summer courses. The new Director, Professor John Mbiti, would take up his responsibilities in June. It was hoped to appoint a German member of staff and a young Orthodox tutor to the two vacant posts. He expressed the great sorrow of all connected with Bossey at the death of Dr George Beazley, who had been a member of the Board for the last ten years.

Dr Nissiotis then expressed his great appreciation of Bossey as he came to the end of his term as Director. He had tried to continue the tradition of ecumenical education and to let the Institute develop in line with frontier work. He had been brought into contact with a great variety of people and had greatly enjoyed the encounter with Marxists and non-Christians. He was sure that Dr Mbiti would be an excellent leader and would bring the important and much needed element of African Christianity and culture into the Institute.

Dr Thomas referred to Dr Nissiotis' work in the ecumenical movement from his attendance at the Amsterdam Assembly in 1948 as a Youth Delegate to his appointment as Director of Bossey in 1966, and expressed the Committee's very great appreciation of his services to the WCC in the last 17 years as a member of staff, and his Orthodox contribution to the ecumenical movement as a whole. He announced that the closed session had decided to invite Dr Nissiotis to continue a consultative relationship with the staff of the WCC.

20. Future meetings

a. The Committee noted that the next meeting immediately prior to the Central Committee would be on 6 August 1974 in West Berlin.

b. January 1975: It was agreed to meet in or near Geneva on 27-31 January, 1975. Members were asked to arrive

on 25 January and to keep time in the weekends before and after the Executive for visits to local churches.

c. February 1976: It was agreed that Mr Long should investigate the possibilities of meeting in Washington, DC, in the third week of February 1976.

21. Korea

The General Secretary intimated that Dr Rossel was going to Korea following the Executive Committee meeting. It was AGREED that a message of greeting and encouragement be conveyed to the Assembly of the National Christian Council by Dr Rossel.

22. Applications for Membership

a. It was AGREED to recommend to the Central Committee that the Huria Kristen Indonesia be received into the full membership of the World Council of Churches.

b. It was AGREED to recommend the acceptance of the Eglise Protestante d'Algérie by the Central Committee as an Associate Member of the World Council of Churches.

23. Priorities Committee Report

Bishop Nichols presented the report of the Priorities Committee and it was AGREED:

1. that the New York Office continue to develop its design for finding new sources of income for WCC;

2. that future reports concerning Pilot Financial Schemes should be made to the Sub-Committee on Finance;

3. that appreciation be expressed for the Staff Group on Programme Coordination and Planning since it will provide the Priorities Committee with new data and preliminary recommendations necessary to our task of suggesting priorities;

4. that the minutes of each meeting of the Staff Group be mailed promptly to each member of the Priorities Committee;

5. that the book Uppsala to Jakarta accurately present the programme history of WCC for the years between assemblies;

6. that an appendix may be provided listing chronologically significant WCC actions, conferences and programmes;

7. and that the content and editorial procedures be developed as follows:

- that staff programme leaders will provide basic material describing the work of their area;

- that an Editorial Staff Group will then put the material in good literary form. Great attention must be given to potential reader interest;

- that the material provided by the General Secretariat as well as the programme staff must necessarily deal with the transition into the new structures;

- to affirm in principle the outline for the book provided by the Assembly Consultative Committee;

8. that the Staff Coordinating Group on Periodicals continue to study the spread of WCC publications with a view toward providing the Priorities Committee with thoughtful suggestions that may reduce duplication and increase our reading constituency. The limitations of our financial situation must be a central consideration in the work of this Staff Group;

9. that the Sub-Committee on Finance provide, if possible, an additional SFr. 40,000 for the purpose of free subscriptions to our Third World reader potential and thus bring balance to our interpretative thrust to our total constituency;

10. that the Executive give general approval to the proposed changes in Faith and Order By-Laws since they will provide for a more careful selection of theological colleagues and a more fruitful operation of the Faith and Order Commission;

11. that the Executive request the General Secretary to direct that a memorandum raising questions by the Executive Committee towards a careful re-evaluation of the WCC youth work be considered by the Staff Youth Task Force and the Ad Hoc Committee on Youth for recommendations to Central Committee through the Staff Group on Programme Coordination and Planning;

12. that an expression of appreciation be addressed, by the General Secretary, to the historic peace churches making the offer of financial assistance;

13. that the matter be referred to the General Secretary for further proposals;

14. but that no agreements be made that will jeopardize the priority commitments as set out below.

Conclusion:

Bishop Nichols reminded the Executive that on recommendation of the Priorities Committee the Geneva Central Committee

voted to make

i) the present level of staff and programme

ii) preparation for the Fifth Assembly, and

iii) travel funding to guarantee broad representation in decision-making and programme execution

our first order of priority.

24. Report of the Finance Sub-Committee

Lord March presented the report of the Finance Sub-Committee and raised the following matters:

I. Cost of Living Increase in Salaries

The new Staff Regulations continue the provision that "the salary scale shall be reviewed twice a year .... and may be adapted accordingly if the cost of living index in Geneva has increased by 4% or more since the last revision". The next review will take place on the basis of the cost of living index at February 28, 1974. The rise in the federal index in the year to January 31 was 11.6% and in the year to February will be near 12%. While in the past, salaries have always been increased fully to compensate the rise in the index, the present situation is unprecedented. On the basis of a proposal from SEG, it was recommended and AGREED:

> that the salary scales be increased from April 1, 1974 by 8%.

This will involve increased expense of about SFr. 270,000 on the General Budget in 1974, or about SFr. 360,000 on an annual basis, and comparable increases for all other budgets.

The new salary system was introduced on January 1, 1974. All salaries will be reviewed in June/July 1974, for possible regrading of jobs and/or annual step increases, effective October 1, 1974. This will involve increased expense on the General Budget estimated at SFr. 56,500 in 1974 or SFr. 226,000 on an annual basis and comparable increases for all other budgets.

II. Financial Report 1972

The Finance Sub-Committee, on the basis of a report from its audit scrutiny sub-committee, recommended and it was AGREED:

> that under the authority given to it by the Central Committee, the Executive Committee receive the report of the auditors and accept the audited accounts of the World Council of Churches for the year ended December 31, 1972.

The Finance Sub-Committee took note of the qualification of the auditors' report regarding their inability "to verify the receipt or the use made by the beneficiaries" of some grants "since the WCC does not require the submission of receipts or the presentation of detailed statements of the use made of these grants". This question will be reviewed more fully at the meeting next August.

III. General Budget

The Central Committee in August 1973 recognized that General Budget operations can hardly be cut any further without hurting the work of preparing the Fifth Assembly. The Central Committee also recalled that no Central Committee has reported to an Assembly that operations had resulted in a deficit. The objective must therefore be to secure all possible resources and, on the other hand, to keep expenditure within the limits of those resources. Unfortunately, this is a period in which confident forecasting is impossible; the uncertainties and therefore the margin of possible error in any forecasts are greater than at any earlier period. In particular:

i) rates of exchange continue to fluctuate and forecasts of income in terms of Swiss francs may easily need modification;

ii) inflation (11.9¼% in 1973 in Switzerland) has become a major problem;

iii) the Travel Assistance Fund was virtually exhausted, in 1973 and unless additional resources of Sfr. 200-250,000 can be secured for 1974 needs, income for the General Budget will be correspondingly reduced.

By simple chance, exchange rates were, at the time of the Central Committee meeting in 1973, at the most unfavourable point that they have ever reached in terms of the Swiss franc value of General Budget income. The outlook is therefore now improved by reason of the movement of exchange rates since August 1973. This applies both to estimated 1973 results and the estimated 1974 position.

a. First estimate of 1973 results

It was reported to the Central Committee last August that the 1973 accounts for the General Budget might well be balanced. That forecast assumed $100,000 from the special Russian contribution. It is now clear that there will be no income in 1973 from the special Russian contribution. Nonetheless, by reason of improved exchange rates and of the fact that interest rates remained high in 1973 and interest earnings will exceed budget level, it is still foreseen that the accounts for 1973 will show income and expenditure roughly balanced, with a small surplus or, at worst, only a small deficit. Expenditure is expected to be roughly according to the

forecast given last August, namely SFr. 5,600,000 to SFr. 5,700,000.

b. General Budget 1974

Income for the General Budget for 1974 is presently forecast at SFr. 6,450,000 to 6,775,000. This forecast supposes favourable developments at all of the following points: that US member church contributions are $ 690,000; that resources can be found to feed the Travel Assistance Fund to meet all 1974 needs; that interest rates remain high; and that foreign exchange rates do not move against us. The higher estimate supposes that it will be possible to realize $ 200,000 and the lower estimate $ 100,000 in 1974 under the special contribution offered by the Orthodox Church of Russia.

In addition, there should be a balance in the Special Reserve of about SFr. 450,000 brought forward from 1973.

The Central Committee in August 1973 gave approval to a General Budget for 1974 totalling SFr. 6,650,000. The Finance Sub-Committee examined a proposed revised 1974 General Budget, including provision for the expense involved if the recommendations in Section I of this report are approved, and amounting in total to SFr. 6,725,000. If the higher forecast of income is realized, 1974 income would be adequate to cover such a budget. If the lower forecast is realized, 1974 income plus the balance in the Special Reserve would be adequate to cover such a budget.

The proposed revised budget includes one item not previously figuring in the General Budget, namely SFr. 40,000 in the Communication budget - Director's Office - for "Third World Promotion".

The Finance Sub-Committee agreed to recommend, and it was AGREED:

> that approval be given to the revised General Budget for 1974 totalling SFr. 6,725,000.

c. Outlook for 1975

The figure of SFr. 6,725,000 for 1974 would imply a level of about SFr. 6,985,000 for 1975, merely because the salary increases in 1974 would be operable for the whole year of 1975. The figure would be further increased if 1975 costs, including salaries, are further increased by inflation. On the other hand, there would be some reduction in expenditure because of concentration on the Assembly: travel to the Assembly would be on the Assembly Budget and normal travel would be less, there might be some small saving on other programme activities; and there would be no expense for Central Committee and sub-unit committee meetings. The total budget would nonetheless be likely to exceed SFr. 7,000,000. If there is no special Russian contribution in 1975, income would fall back

to about SFr. 6,100,000. It is thus difficult to see how 1975 operations can be conducted without incurring a deficit, unless additional resources can be secured by special contributions or other means.

The Central Committee in August 1973 drew attention to the problem that the greatly increased rate of inflation means that the level of operations can only be maintained if income rises each year sufficiently to compensate the increase in costs - presently more than 10% p.a. - arising from inflation. It seems clear that this growing problem will require further careful attention at the Central Committee meeting next August, particularly in relation to the support of the WCC by the member churches in the period following the Fifth Assembly.

IV. Programme Projects

The Finance Sub-Committee was informed that provisional figures indicate that resources adequate to cover all expenditure on Programme Projects in 1973 had been received. Needs for Programme Projects in 1974 have been reviewed by SEG and foreseeable resources allocated in such a way as to make possible the realization of the highest priority projects and most of the projects which are directly related to Fifth Assembly preparation. The implementation of other projects will be dependent on the extent to which it is found possible to secure the necessary financial support.

V. Commission on World Mission and Evangelism

a. Operating Budget 1973

First estimates suggest that the expenditure budget of SFr. 1,204,550 will be slightly underspent. It is expected that there will be a deficit of between SFr. 120,000 and 130,000 for 1973 - roughly as estimated last year. After reviewing the position, the Finance Sub-Committee, on the basis of a recommendation from CWME, recommended and it was AGREED:

> that when the 1973 CWME Operating Budget is closed, any eventual deficit be charged half to the Working Capital Fund and half to Programme Askings undesignated.

The balance on the Working Capital Fund at the end of 1972 was SFr. 543,021.

b. Operating Budget 1974

The Operating Budget for 1974 approved by the Central Committee amounted to SFr. 1,759,000. The Finance Sub-Committee examined a proposed by CWME revised budget, taking account of developments since the action of the Executive Committee of CWME in April 1974 and totalling SFr. 1,743,500. On the basis of a recommendation from CWME, the Finance Sub-Committee recommended and it was AGREED:

that a revised 1974 Operating Budget for CWME of SFr. 1,743,500 be approved with the expectation that it can be covered by the use of contribution income and Programme Askings undesignated.

c. Operating Budget 1975

The Finance Sub-Committee examined a first tentative proposed Operating Budget for 1975 and, on the basis of a recommendation from CWME, recommended and it was AGREED:

that a tentative CWME Operating Budget for 1975 of SFr. 1,807,050 be approved, with the understanding that it will be reviewed at the next meeting of the Executive Committee of CWME.

The Commission noted that it is expected that such a budget can be covered by combining contribution income and an allocation from Programme Askings undesignated. The Commission noted with concern, however, that the proportion of the Operating Budget being covered by Programme Askings undesignated is regrettably high and therefore agreed to urge all affiliated councils to consider seriously increasing their contributions by at least 10% p.a., merely to cover costs of inflation, and to ask staff to explore with the respective affiliated councils how this can best be done.

d. Programme Askings

The Commission reviewed the position in respect of income and expenditure under Programme Askings and noted that all expenses for 1973 are expected to be covered and that it is anticipated that the balance carried forward to 1974 will not be less than the opening balance and may very well be somewhat larger. The position in respect of Programme Askings for 1974 is likewise forecast to be satisfactory. The Finance Sub-Committee examined proposals for 1975 Programme Askings and, on the basis of a recommendation from CWME, recommended and it was AGREED:

that tentative approval be given to the list of 1975 CWME Programme Askings totalling about SFr. 585,000 and $ 373,400, with the understanding that the list will be reviewed at the next meeting of the Executive Committee of CWME.

e. Bangkok Assembly

While final figures are not available, it is expected that the accounts for the Bangkok Assembly will show a small surplus. The Finance Sub-Committee, on the basis of a recommendation from CWME, recommended and it was AGREED:

i) that the accounts for the Bangkok Assembly be closed;

ii) that the costs of the Bangkok Assembly be charged against the balance in the Reserve for Commission meetings and any balance in that account be carried forward.

VI. Unit on Justice and Service

The Finance Sub-Committee welcomed a report that the commissions and sub-units of this unit have agreed to submit to the supporting agencies in 1974, a combination of budgets along the following lines:

1. Four budgets, including the administrative and centralized operations for the four sub-units;

2. clear indications of the charges payable for each sub-unit to other parts of the WCC, with specific footnotes giving the rationale for each item in this category;

3. additional explanations of what activities and anticipated expenditure related to each sub-unit are not included in the combination of budgets;

4. a single presentation of the combination of budgets to supporting churches and agencies requesting

i) non-designated contributions to the whole;
ii) funds contributed with designation to specific budgets;

it being understood that the non-designated funds will be allocated proportionately to the budgets according to the deficits, after designated contributions are recorded.

a. Commission on Inter-Church Aid, Refugee and World Service

i) Service Programme Operations 1973

It is expected that the accounts for Service Programme operations in 1973 will be closed without deficit. Some supporting agencies have increased their contributions and expenditures have been reduced somewhat by economies. The Finance Sub-Committee, on the basis of a recommendation from CICARWS, recommended and it was AGREED:

that authority be given for the 1973 accounts for Service Programme operations to be closed by either reducing the amount of interest needed to balance the account in case of a surplus or covering the deficit, if there should be one, from the Unappropriated Balance. Should a deficit remain after that action, it should be carried forward to 1974 for decision at the next Commission meeting.

ii) Service Programme Budget 1974

The position in respect of the Service Programme Budget for 1974, which had been provisionally approved by the Central Committee, has improved since the meeting of CICARWS in June 1973. Several supporting agencies have agreed to increase their contributions and others to make a special contribution in 1974 to help to meet the financial problems. Some reductions in budget have been found possible. A revised budget was submitted with the forecast that, on the basis of income forecasts, such a budget might result in a deficit of about $ 46,000 on 1974 operations. This is a small amount in relation to an operation of this size and it remains possible that the year's accounts may be balanced. There are, however, still many uncertainties. The Finance Sub-Committee, on the basis of a recommendation from CICARWS, recommended and it was AGREED:

that authority be granted for a revised CICARWS Service Programme Budget for 1974 totalling SFr. 5,501,000 plus $ 996,190.

b. Commission on the Churches' Participation in Development

The Finance Sub-Committee was informed that provisional figures confirm that the 1973 operations of CCPD were conducted within the limits of available resources and a satisfactory balance will be carried forward from the 1973 accounts to 1974. The operations of this commission are now substantial - total 1973 expenses of the order of magnitude of nearly $ 2,000,000 - and increased support will be needed to finance the growing programme. Mr Itty drew attention to the information given in the report on CCPD, reporting that resources totalling $2,315,500 are already assured towards the approved 1974 budget totalling $3,469,000.

c. Programme to Combat Racism

The Finance Sub-Committee received a report on the proposals for the financing of the activities of PCR from 1975, if the mandate of PCR is renewed, and satisfied itself that those proposals gave reasonable assurance that the necessary resources will be available.

VII. Office of Education

The endeavour to establish a regular flow of financial support for the work of the Office of Education continues and, by reason of a generous contribution of the proceeds of one Sunday's offering in the Evangelical Church in Germany, all expenses to the end of 1973 have been covered. Provisional figures show that the 1973 expenses under the operating budget were about SFr. 550,000 and resources sufficient to cover those expenses and a deficit of SFr. 126,187 brought forward from 1972 were received in 1973. There are also

reasonable prospects that the operations for 1974 can be financed.

It seems clear that it will be necessary to seek to finance the operations of the Office of Education by income specifically raised for the support of that work at least until the end of 1975. It will be necessary to review in the intervening period whether basic support for these operations to be financed under a separate budget can be assured on a long-term basis. It was suggested in discussion in the Finance Sub-Committee that more effective approaches to special funds for education in the member churches might result in increased support.

VIII. Gains and losses on exchange on treasury operations

Gains on exchange amounted to $ 860,316 in 1971 and $ 132,008 in 1972. Gains in 1973 have not yet been calculated, but will be significant - almost certainly somewhat greater than in 1971.

The gains arise from the management of the liquid resources of particular commissions and sub-units. One half of 1971 gains has been and one half of 1972 and 1973 gains is to be distributed, by Central Committee decision, to those commissions and sub-units. The other half has been left unallocated for consideration at the Central Committee meeting next August. The need for some part to be set aside in a reserve for possible future exchange losses has been recognized.

Negotiations are continuing and will be continued on the basis of the action of the last Central Committee meeting asking the commissions and sub-units in question to consider whether any part of the gains on exchange might be used to help in the financing of the highest priority concerns of the WCC, in particular the preparation and holding of the Fifth Assembly. CWME has taken the following decision:

> that the Executive Committee of CWME be empowered and encouraged to seek ways in which the resources of the Commission, including resources which will become available from gains on exchange operations up to $ 50,000 could be used to assist in financing those aspects of the Fifth Assembly which are of particular interest and concern to CWME.

Preliminary consideration was given to the request by the Central Committee at the meeting of CICARWS in Sofia in November, 1973. Provisional decisions were taken, but are to be reconsidered at the next meeting of the Commission in June.

The matter will be re-examined at the Central Committee in August 1974.

IX. Investment Portfolios

The Finance Sub-Committee received and discussed a report on the investment portfolios. The share portfolios in which the General Reserve, the Service Programme Reserve of CICARWS and the funds of the Office of Education are invested inevitably show a significant decline in 1973, following the decline in stock market values and in the value of the US dollar. No changes of policy were considered desirable at this time.

X. Property Questions

The sale of part of the property adjoining the Ecumenical Centre to the Geneva State Authorities was completed before the end of 1973. The proceeds of the sales to the Polish Mission to the UN and to the State Authorities were sufficient to cover all expenses, including the substantial interest charges, and:

i) to leave the World Council debt-free owner of a plot of 10,000 m^2 with an assessed value of SFr. 1,500,000; and

ii) to result in a net cash profit of about SFr. 740,000.

The Finance Sub-Committee recalled that after discussing a provisional report on these operations in August 1973 and noting the desirability of setting aside this special unforeseen non-recurring resource for future capital needs, the Finance Committee had decided to review this question at its meeting in August 1974, in the light of needs at that time and bearing in mind certain designations made by the churches which had enabled the operation by guaranteeing the loan with which the property adjoining the Ecumenical Centre was purchased.

It was AGREED that a letter of thanks be sent to the three churches for their generosity in this matter.

XI. Travel Assistance Fund

The Travel Assistance Fund was exhausted, or virtually exhausted, at the end of 1973. The General Budget forecasts in this report assume that travel assistance will be granted in 1974 on the same basis as in past years and that an allocation of SFr. 300,000 from the fund will be made to General Budget income. Special support for the fund of a little more than SFr. 100,000 for 1974 is reasonably assured. If additional resources of the order of SFr. 200,000 cannot be secured, the outcome of General Budget operations in 1974 will be correspondingly worsened.

A detailed analysis of this problem will be submitted to the Central Committee meeting in August 1974 as a basis for a full discussion and the development of proposals for the handling of this problem in the period following the Fifth Assembly.

Pastor Langhoff suggested that ICA agencies should be approached for assistance.

XII. Retirement and Provident Foundations

The Boards of these foundations met and reviewed the development of their affairs. The actuarial position of the Retirement Foundation has been adversely affected by the greatly increased rate of inflation. Modifications will become necessary in the light of projected new Swiss legislation. A new actuarial valuation is to be prepared as at the end of 1973. A full day's meeting of the Board to review the position is planned. And a fuller report will be presented to the Central Committee in August 1974.

XIII. Relations with member churches and their agencies in respect of financial support

The Finance Sub-Committee discussed this question. It is clear that revised procedures are needed to secure co-ordination and increased effectiveness in the submission to member churches and their agencies of the needs for financial support for the programme and activities of the WCC. It may now be necessary to foresee a staff member who would be available at least half-time, to advise and provide information and suggestions concerning possible approaches for the cultivation of support. The Finance Sub-Committee recommended that the Executive Committee should request the General Secretary to consider a proposal for the provision of such a staff service and the presentation of a concrete proposal in August 1974, and it was so AGREED.

Bishop Nichols suggested that in order to present to the constituency and the world community a complete picture of our programme operations, a simplified financial summary of expenditure should be provided which could be used for articles in church newspapers and other channels of communication. Such a summary would use functional titles such as Refugee Aid and Relief, World Service, Theological Education and Research, Development Aid, Evangelism, Ecumenical Education and Literature, Fifth Assembly, etc. It should not pretend to be a financial balance sheet but specifically designed to demonstrate the multifaceted direction of our ecumenical services and expenditures.

It was moved, seconded and AGREED:

> That the General Secretary provide a simplified financial summary of our expenditures for 1973, and subsequent years, so that the lay and clergy constituents may have a financial instrument whose content is easily transmissible into news articles for member church newspapers and other channels of communication.

Lord March stressed that such a summary must not be a substitute for the balance sheet.

25. Expression of Thanks

At the conclusion of the meeting warm thanks were expressed on behalf of the members of the Committee and staff to:

- Bishop Dr A. Schönherr and the Federation of Evangelical Churches in the DDR for their generous invitation;

- Oberkonsistorialrat M. Stolpe, OKR W. Pabst and the members of the Secretariat of the Federation for their excellent arrangements;

- Dr Johannes Althausen, Frau Steinhöfel and the other members of the team assisting the meeting at Bad Saarow;

- Frau Grosser, Hausmutter of the "Hospiz zur Furche" and her staff for their overwhelming and thoughtful hospitality;

- Rev. Matzke and the staff of the "Samariteranstalten" at Fürstenwalde for preparing the reception at their institution;

- Rev. H. Bräuer at Eisenhüttenstadt for enabling the Committee to meet with his congregation;

- Staatssekretär Seigewasser and the civil authorities on national, district and local levels for their readiness to make the holding of the meeting possible and for generous receptions.

APPENDIX I

ALLOCATIONS FOR 1974 FROM PCR SPECIAL FUND

SOUTHERN AFRICA

* African Independence Party of Guinea and Cape Verde Islands (PAIGC)	$ 100,000
* Mozambique Institute of FRELIMO	$ 60,000
* People's Movement for the Liberation of Angola (MPLA)	$ 23,000
* The Revolutionary Government of Angola in Exile (GRAE)	$ 23,000
* National Union for the Total Independence of Angola (UNITA)	$ 14,000
* South West African People's Organization (SWAPO)	$ 30,000
* Lutuli Memorial Foundation (ANC)	$ 15,000
* Pan Africanist Congress of Azania (PAC-South Africa)	$ 15,000
* Zimbabwe African National Union (ZANU)	$ 15,000
* Zimbabwe African People's Union (ZAPU)	$ 15,000
Sixth Pan African Congress	$ 12,000
	$ 322,000

ASIA

* Legal Defense Committee, Japan	$ 10,000

LATIN AMERICA

* Native Regional Council of Cauca (CRIC)	$ 10,000
Allianza Campesino Indigena en Lucha por la Tierra	$ 15,000
	$ 25,000

NORTH AMERICA

Canada

* National Indian Brotherhood - N.I.B.	$ 5,000

USA

* American Indian Movement (AIM)	$ 15,000
* United Farm Workers Organizing Committee (UFWOC)	$ 15,000
Americans for Indian Opportunity (Oklahoma Indians)	$ 5,000
Free Southern Theatre	$ 5,000
	$ 45,000

EUROPE

	Towards Racial Justice (UK)	$ 10,000
	Europe-Third World Research Centre (UK)	$ 5,000
	Migrant Workers Coordinating Committee (Western Europe)	$ 5,000
		$ 20,000

Support Groups

	National Anti-Apartheid Coordinating Committee (New Zealand)	$ 4,000
	Southern Africa Committee (USA)	$ 4,000
*	Anti-Apartheid Movement (UK)	$ 4,000
	Committee for Freedom in Mozambique, Angola and Guiné (UK)	$ 4,000
*	Foundation for Information about Racism and Colonialism (Netherlands)	$ 4,000
	Anti-Apartheid Movement (Netherlands)	$ 4,000
*	Anti-Apartheid Movement (Switzerland)	$ 4,000
		$ 28,000

*Movements which received grants before

APPENDIX II

TIMETABLE AND AGENDA OF THE CENTRAL COMMITTEE IN BERLIN 1974

Tuesday, August 6	Executive Committee	
Wednesday, August 7-Friday, August 9	Unit Committees	
Friday, August 9	Finance Committee	
Saturday, August 10	Finance Committee, Assembly Worship Committee and NCCs meeting	
Sunday, August 11	10.00	Opening Worship, Kaiser-Wilhelm-Gedächtniskirche
	15.30-18.30	Opening actions and report by Chairman of Central Committee
Monday, August 12	08.45-11.00	Worship and General Secretary's Report with discussion
	11.30-12.30	Report on Assembly preparation
	14.30-16.30	Committee (1)
	17.00-18.30	Committee (2)
Tuesday, August 13	08.45-10.30	Bible Study and first Finance Report
	11.00-12.30	Report on Church Unity and related matters
	14.30-16.30	Committee (3)
	17.00-19.00	Report on study "The Future of Man..."
Wednesday, August 14	08.45-10.30	Bible Study and report on "Humanum" Study
	11.00-12.30	Committee (4)
	Afternoon	Free
	18.00-20.00	Reception by Berlin Authorities
Thursday, August 15	08.45-10.30	Reports from Committees (1) and Worship
	11.00-12.30	Reports from Committees (2)
	14.30-16.30	Committee (5)
	17.00-19.00	Reports (3)

Friday, August 16	08.45-10.30	Committee (6)
	11.00-12.30	Committee (7)
	14.30-16.30	Worship and Reports (4)
	17.00-19.00	Reports (5)
Saturday, August 17	08.45-10.15	Reports (6)
	10.45-12.30	Reports (7) and Worship
	Afternoon and evening free for visits to congregations	
Sunday, August 18	10.00-11.00	Worship in congregations
	11.15-13.30	Reception by Berlin churches and lunch
	14.30-16.00	Reports (8)
	16.30-18.00	Reports (9)
	18.15-19.00	Closing worship

APPENDIX III

S T A F F R U L E S

Chapter I: Nature and Scope

Section 1: Staff Rules

On the authority of the Central Committee of the WCC the Staff Rules are issued by the Executive Committee which Committee shall be the only authority competent to make amendments thereto. — I 1.01

The purpose of the Staff Rules shall be to codify the basic principles governing the working relationship between the WCC and its personnel. — I 1.02

Section 2: Staff Regulations

The General Secretary of the WCC as Chief Executive Officer shall be responsible for the application of the Rules. He shall issue Staff Regulations for this purpose. Changes shall be proposed by such process as the Regulations themselves will define. — I 2.01

The General Secretary may delegate his authority in the application of the Staff Regulations to other personnel of the WCC, either by name or ex officio, in such fields and for such purposes as he shall define. He shall make copies of Staff Regulations available to the Executive Committee for information. — I 2.02

Section 3: Scope

The present Rules shall apply to all persons who are employed by the WCC. — I 3.01

Chapter II: Conditions of Employment

Section 1: Appointment

According to the Constitution of the WCC the General Secretary shall be elected by the Central Committee. — II 1.01

Except as provided in WCC Rules (Constitution and Rules, Rule VIII) appointments in grades 6 and above shall be subject to the approval of the Executive Committee on the recommendation of the General Secretary. The Central Committee delegates to the General Secretary the authority to appoint personnel up to grade 5. — II 1.02

Subject to the primary need for competence, regard shall be paid to the importance of recruiting the personnel on as wide a geographical and confessional basis as possible and without distinction as to race or sex. Dedication to the aims and spirit of the WCC is essential in staff responsible for programmes. II 1.03

Qualifications being equal, applications from present employees of the WCC shall be given careful consideration. II 1.04

Every appointment shall be recorded in a written contract setting out the conditions of employment. II 1.05

Section 2: Classification of Posts and Grading

All posts of the WCC shall be classified in a scale of 10 salary grades according to the nature of the functions and the responsibilities involved, and each grade divided into 10 steps for purposes of advancement. II 2.01

The classification of posts shall be periodically reviewed including when the occupant of the post is changed. II 2.02

The grade of a staff member shall depend on the grade of the post he/she holds. II 2.03

The General Secretary may promote personnel to a higher grade in accordance with the provisions of the Staff Regulations. II 2.04

A formalised performance appraisal system shall be introduced in order to evaluate periodically the performance of personnel. II 2.05

Section 3: Leave

Personnel shall be entitled to annual leave, sick leave and maternity leave. II 3.01

Personnel may be entitled to special leave. II 3.02

The Staff Regulations shall lay down the conditions for granting all such leave. II 3.03

The Staff Regulations shall lay down the official holidays to which personnel shall be entitled. II 3.04

Section 4: Obligations

In the discharge of their responsibilities as staff members, personnel shall be subject to the authority of the General Secretary and ultimately responsible to him. II 4.01

Personnel shall refrain from any act or activity which is incompatible with their responsibility as staff members. II 4.02

Personnel of the WCC do not enjoy any diplomatic privileges or immunity from national laws. II 4.03

Any copyright on work done by personnel in the course of their official duties shall, unless otherwise agreed, be vested in the WCC. Arrangements regarding honoraria should be spelled out in the Regulations. II 4.04

Section 5: Disciplinary Measures

The General Secretary may after proper investigation take disciplinary measures against any staff member who is guilty of negligence or of fault in the fulfilment of his/her obligations towards the WCC. II 5.01

Before a disciplinary measure shall take effect, the staff member concerned shall be entitled to reply to the charge made against him/her. II 5.02

Before taking any disciplinary measure the General Secretary shall consult an advisory disciplinary board whose composition shall be defined in the Staff Regulations. II 5.03

While investigations by the advisory disciplinary board are in progress, the General Secretary may suspend the staff member concerned whose salary, however, shall be continued to be paid to him/her. II 5.04

Section 6: Termination of Contract

Appointments shall terminate for the following reasons: II 6.01

a) resignation

b) expiry of a fixed-term contract

c) the abolition of a post, when the General Secretary has ascertained that the staff member cannot be transferred to another post within the WCC

d) dismissal for disciplinary reasons

e) duly certified permanent disability — II 6.01 (cont'd)

f) dismissal for specified reasons of unsuitability

g) reaching the age limit

h) death

The Staff Regulations shall lay down the termination conditions, the period of notice and the procedure to be followed. — II 6.02

Chapter III: Hours of Work

The General Secretary shall fix working hours which ensure the efficient running of the WCC. — III 1.01

Chapter IV: Financial Conditions

Section 1: Salaries, Supplements, Allowances, Grants, Reimbursements

The salary scale of personnel shall be authorized by the Executive Committee on recommendation of the General Secretary through the Finance Committee and shall be reviewed periodically with a view to making appropriate adjustments. — IV 1.01

Provisions shall also be made for a system of supplements, allowances, grants and reimbursements. The Staff Regulations shall lay down the conditions and terms on which they shall be paid. — IV 1.02

Chapter V: Social Security

Social security provisions shall be made for the purpose of safeguarding the personnel against the economic consequences of illness, accidents, disability, old age and death. — V 1.01

The Staff Regulations shall set out the conditions and terms of these provisions. — V 1.02

Chapter VI: Disputes and Appeals

Every staff member shall have the right to the reconsideration of a disciplinary measure or of a decision concerning him/her taken in pursuance of the Staff Rules and Regulations and which he/she regards as unjust. VI 1.01

Final disciplinary decisions leading to dismissal in regard to staff in grades 6 and above shall be subject to the approval of the Officers of the Central Committee. VI 1.02

The Staff Regulations shall lay down the conditions and terms for such appeals. VI 1.03

Chapter VII: Relation with Personnel

A Standing Staff Committee, elected among the personnel, shall represent staff interests to the General Secretary. This provision shall not affect the right of individual staff members to address themselves directly to the General Secretary or of the General Secretary to consult with any staff member if he so wishes. VII 1.01

The Staff Regulations shall specify the composition of the Standing Staff Committee and the Advisory Disciplinary Board and shall lay down their terms of reference and their rules of procedure. VII 1.02